

CRS PAY GRID				REV 9 - August 2023		
COMPANY DRIVER - LONG HAUL				CRS Rates		
	Refereel Bonus		Signing Bonus (Completion of Probation - if received loyalty or signing bonus in past not eligible)	Base (PC MILER)	Base + Bonus	
	6 month	1 year	\$2,000			
Training school graduate, less than 12 months experience	\$250.00	\$250.00		0.49	0.535	
13 to 18 months experience	\$400.00	\$400.00		0.50	0.545	
19 to 24 months experience	\$500.00	\$500.00		0.51	0.555	
25 to 36 months experience	\$750.00	\$750.00		0.52	0.565	
37 months experience	\$1,000.00	\$1,000.00		0.53	0.575	
Quarterly Bonus					Bonus	
Idle					0.020	
Preventable Accident/Incident					0.020	
Safety Prevention					0.005	
Maximum Bonus Potential (failure to provide 2 weeks notice shall result in no bonus payout for the month of resignation)					0.045	
OTHER REVENUE RATES						
Linehaul Pick up				\$20		
Linehaul Drop				\$20		
Wait Time (after 4 hours)				\$16.65		
Local				as per local/regional pay grid		
Hourly Pay (Fleet Manager approved - ie. actual loading or reworking of freight at a terminal or customer location, local work, lumping or any other situation where Fleet Manager feels the driver is entitled to hourly pay - not to be paid in addition to any other pay rates in the grid.)				\$16.65		Yes Yes
Online training as per standard completion times				\$16.65		Yes Yes
Switches (when part of Linehaul only)			we pay drivers who stay out and only come back as far as hearst \$200.00 switch bonus	\$200		
Shunting				\$10		
Layover			24 hrs after you have completed your dispatch	\$72		
Major Mechanical Breakdowns or delays due to forced road closure, while in transit, with no alternate route and in extenuating circumstances only (ex. Severe weather) - \$16.65/HR for a max of 8 hrs in a 24 hour period - commencing when the delay occurs. When approved by Shop/Fleet Manager as applicable.				16.65 per hr from time of breakdown. Room provided if unable to stay in truck		
Time and one half after 60 hours - paid monthly						
Minimum Pay Per Day (Weekly Average)	N/A					
Holiday Running Pay			Paid according to fed reg.		plus \$50 Christmas	
Orientation				\$100/day + Accomodations		
RRSP (6 months plus)	Per Driver			2%		
Onboarding Driving Support				\$60/day		
Coaching Course				\$200/day plus \$100 daily per diem		
DEDUCTIONS						
Long Term Disability (Pay x 60%)				100%		
Life Insurance (Pay x 2)	Taxable Benefit			0		
Dependent Life (\$5000)	Taxable Benefit			0		
Travel Insurance				50%		
Medical Benefits				50%		
Dental Benefits				50%		
Drug Benefits				50%		